

**Building Belonging Examples:** Creating spaces where all are welcome, and voice and choice are honored and respected (created by EESE, 2021, updated in 2023).

<b>Classrooms and Teaching Spaces</b>	<ul style="list-style-type: none"><li>● Establish a warm welcome and have welcoming routines.</li><li>● Be open and welcome to different viewpoints, even if you are not in agreement.</li><li>● Create a safe place to voice concerns-private.</li><li>● Stand at door and greet students, what color are you feeling, handshake/fist bump for all.</li><li>● Create routine for kids to share ideas.</li><li>● Deliver corrections privately/anonymously when possible, or as a group when appropriate.</li><li>● Ensure your classroom library includes diversity</li><li>● Be sensitive when consider gender conforming activities (e.g. boys line up here and girls there).</li><li>● Be inclusive-use visuals, be auditory and kinesthetic.</li><li>● Saying student/families name correctly-use correct pronoun.</li><li>● Ask students about outside activities to get to know them.</li><li>● Remove barriers to allow access to the learning community, open doors, ensure multiple entry points to learning, anchor charts with graphics, word walls, language pattern frames.</li><li>● Allow students to disengage in certain holiday activities that do not pertain to them or offer a separate activity to include them.</li><li>● Encourage students who have different diverse traditions (culture, religion, language, etc.) to inform/demonstrate peers around them about it, if they are comfortable (not forced).</li><li>● Be sensitive about holidays (not everyone celebrates).</li><li>● Be an up stander by addressing words and actions that are unkind, offensive, hateful that damage a culture of equity and belonging.</li></ul>
<b>Cafeteria/ Lunchroom</b>	<ul style="list-style-type: none"><li>● Greet kids in line and get to know them.</li><li>● Assume positive intent.</li><li>● Smile often.</li><li>● Engage in conversation “I see you picked peaches,” “Nice haircut.” or “Have a great day.”</li><li>● Consider foods based on students’ cultures: serve a variety of foods that represent students' demographics.</li><li>● Be kind and teach when the kids do not know the system or their student number.</li><li>● “Good morning, we are glad you came to breakfast.”</li><li>● “See you tomorrow.”</li><li>● Make the cafeteria or lunchroom feel like home.</li><li>● Model kindness when helping kids.</li><li>● Teach kids how to invite others to join them to eat.</li><li>● Demonstrate the body language of inclusion.</li><li>● Be an up stander by addressing words and actions that are unkind, offensive, hateful that damage a culture of equity and belonging.</li></ul>
<b>Office/ Reception Area</b>	<ul style="list-style-type: none"><li>● Smile often.</li><li>● Do not take it personal if kids aren’t respectful, model kindness.</li><li>● Find ways to model respect every day.</li><li>● Remember that tardies are often not about kids-but external factors, which students might not be able to control.</li><li>● Make students feel like they can share their story.</li><li>● Practice positive greetings and a welcoming attitude regardless of language ability.</li></ul>

	<ul style="list-style-type: none"> <li>● Keep a sense of humor.</li> <li>● Access resources in multiple languages as needed.</li> <li>● Truly listening to students may help you learn something about who they really are and their stories.</li> <li>● As the front line, be inviting and show that you are part of safe space.</li> <li>● Consider learning greetings in other languages that are represented in the student population.</li> <li>● How is your area signage? Is it clear and in English/Spanish?</li> <li>● Small talk-Show interest by asking how their weekend was, what is their favorite class/subject. Small deposits like this make a difference.</li> <li>● “Happy to see you today!”-even though they are late, they showed up.</li> <li>● Greet families immediately when they enter the office.</li> <li>● Respond to the doorbell quickly to let families enter.</li> <li>● Be an up stander by addressing words and actions that are unkind, offensive, hateful that damage a culture of equity and belonging.</li> </ul>
<b>Passing Periods and Hallways</b>	<ul style="list-style-type: none"> <li>● Staff really “present” (not just standing there) in hallways makes a difference.</li> <li>● Be sure to greet students.</li> <li>● Smile often.</li> <li>● Take note of positive behavior and interactions.</li> <li>● Be sure lining up is inclusive (not by gender).</li> <li>● Be an up stander by addressing words and actions that are unkind, offensive, hateful that damage a culture of equity and belonging.</li> </ul>
<b>Supervision Outside Events (playground, sports, duties)</b>	<ul style="list-style-type: none"> <li>● Engage students (and families) in conversation.</li> <li>● Focus on students positively and learn their names and how to pronounce them correctly (student teaches staff member).</li> <li>● Engage in conversations with students as you are walking around.</li> <li>● Talk, do not yell when possible.</li> <li>● “Code” words for “runners” so that not everyone knows who is running (and this preserves privacy).</li> <li>● Allow space for back story vs “picking a side” when things happen on playground.</li> <li>● Adults should model proper greetings with each other in the halls.</li> <li>● Wave and smile to families as students are getting dropped off and picked up.</li> <li>● Interact with students in a positive and safe way/</li> <li>● Supervise with care.</li> <li>● Organize an activity to engage students.</li> <li>● Connect with students, making them visible to staff and students.</li> <li>● Be an up stander by addressing words and actions that are unkind, offensive, hateful that damage a culture of equity and belonging.</li> </ul>
<b>After hours events (sports, concerts, productions, competitions)</b>	<ul style="list-style-type: none"> <li>● Set a positive example of sportsmanship.</li> <li>● Interact positively with students and greeting and chatting.</li> <li>● Reminding students of positive behaviors (focusing on the positive).</li> <li>● Take care to notice students that need support (isolated, alone, upset).</li> <li>● Smile often.</li> </ul>

**Transportation  
(busses)**

- Positive affirmation when greeting students-**Drivers are the first adult of the day that they see.**
- Smile or wave often.
- If possible, interact (wave hello) with families if they're there.
- Identify tier I & II bus riders and create support plans that focus on social and emotional learning needs.
- Watch [Back to School Bus Safety](#)- fun video to spark conversation- maybe rules do not make sense to kids.
- Have clear expectations and plans for responses to incidents
- Continue to practice of having drivers award students with “Student of the Month.”
- Include games such as Jeopardy.
- Provide special tokens that help kiddos know their bus route.
- Learn students’ names and say good morning to them.
- Play music on the bus.
- Use eyes and ears to recognize students and build belonging.
- Be an up stander by addressing words and actions that are unkind, offensive, hateful that damage a culture of equity and belonging.